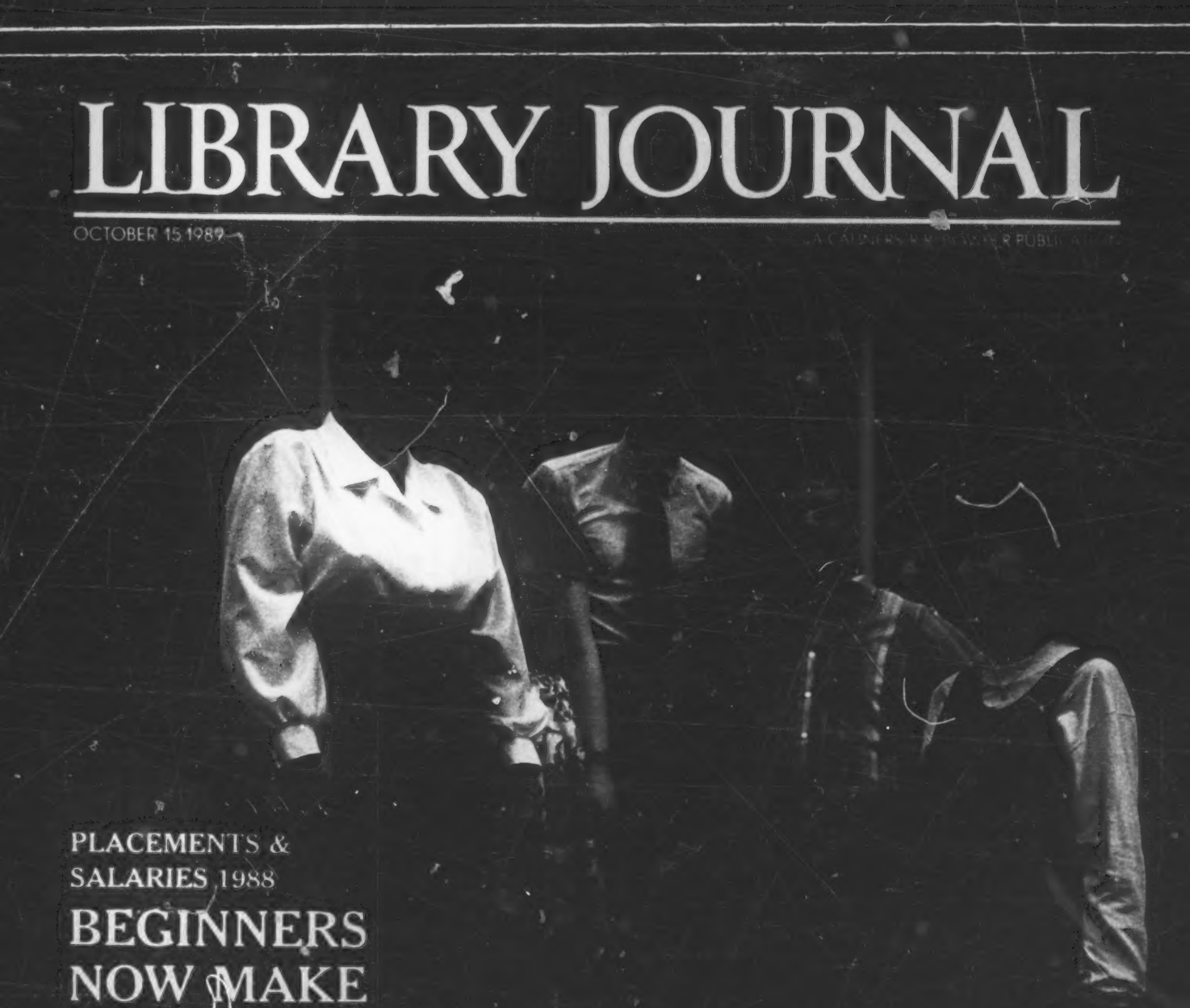
LIBRARY JOURNAL

OCTOBER 15 1989



PLACEMENTS & SALARIES 1988

BEGINNERS NOW MAKE $23,491

WAITING FOR STEPHEN KING? OTHER DELICIOUS TERRORS

THE WORLD & HEAVEN: BEST RELIGIOUS BOOKS

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NEW LIBRARIANS AT MEMPHIS SHELBY COUNTY

VOL. 114 No. 17

LIBRARY

After putting our annual "Placements and Salaries" feature (p. 37-44) together, we decided to find some of those new librarians and get some info firsthand. Our cover story (News, p. 15) profiles an inventive program at Memphis Shelby County Public Library and five new librarians who have taken advantage of it. Photograph © 1989 Dave Darnell

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LIBRARY MARKET OUTLOOK

BY DEBORAH SELSKY

Library Salaries: Substantial Gains Expected in 1989

DOES YOUR DISTRICT pay average, above-average, or below-average salaries to librarians? Is your benefits package on par with those of other libraries? These are some of the important questions answered in *LJ*'s 1989 Public Library Salary Survey.

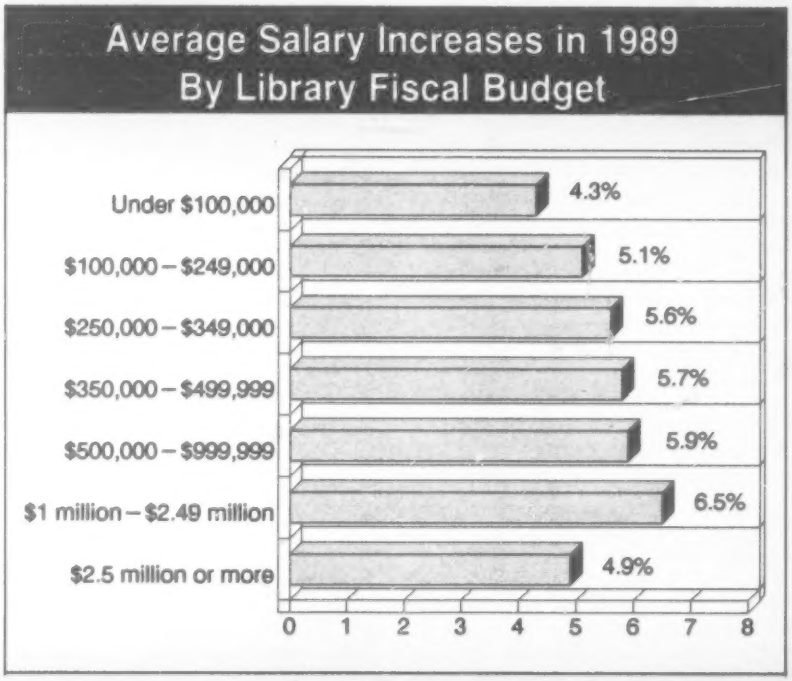
The range of librarian salaries is particularly wide. A circulation librarian with eight years of experience, for example, earns an average of $18,200, while a coordinator with ten years' experience earns an average of $32,400. Not just job title, but library size and regional location have a dramatic impact on librarian salaries.

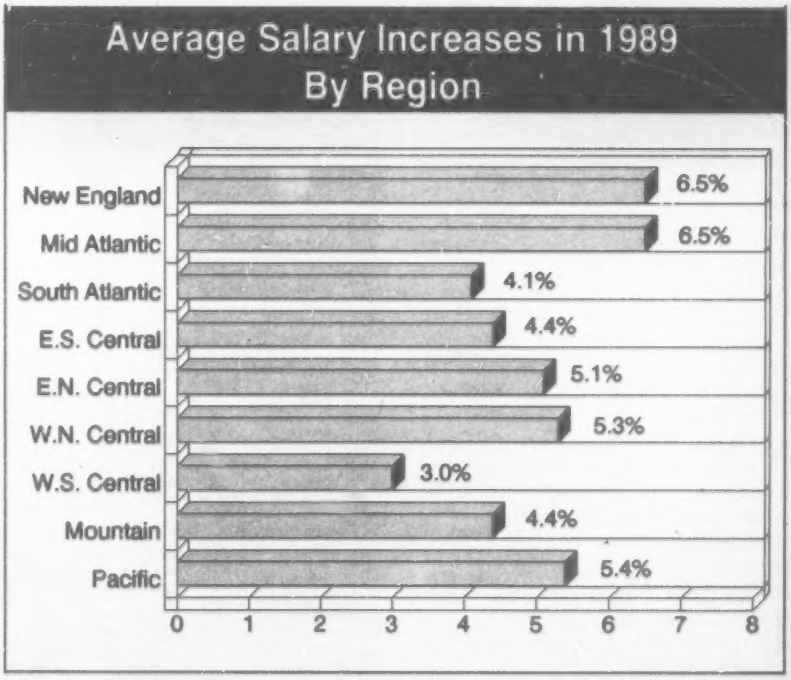
Salaries vary by library size

Not surprisingly, the most significant variable in library salaries is the size of the institution, as measured by the size of population served and the budget. In fact, library size has a greater impact on salaries than do years of experience. For example, the average salary for a director at a library with an annual budget of $250,000 or more is $69,600, more than four times the director's salary at a library with a budget under $100,000. Meanwhile, the average number of years of experience for both of these categories is 12.3.

Likewise, the largest libraries offer the most comprehensive benefits packages. Of all public libraries surveyed, 96 percent allow paid vacations, 86 percent offer medical insurance, 66 percent offer life insurance, and 51 percent provide disability insurance. Less than half of these libraries provide dental insurance and overtime compensation. More than 80 percent of the largest libraries (those with a budget of $2.5 million or more) offer all of these benefits. At the smallest libraries (fiscal budgets less than $100,000), however, paid vacation and

Deborah Selsky is an economist with Cahners Economics, which provides industry analyses and forecasting services for the markets its magazines serve





Average Base Salaries for 1989 by Region and Fiscal Budget Size

Regions	Director	Dept. Head	Branch Head	Child Serv.	Young Adult	Refer.	Catalog	Auto/ Syst.	Lib. I
New England	$28,500	$27,700	$23,400	$20,400	$20,000	$23,200	$21,600	$21,000	$18,900
Mid-Atlantic	30,500	29,000	27,800	22,800	23,400	24,500	22,300	32,500	23,400
S. Atlantic	34,800	22,300	24,100	22,400	30,500	23,600	23,800	27,200	20,400
E.S. Central	25,600	14,900	17,300	12,700	n/a	16,800	14,500	n/a	20,500
E.N. Central	30,600	25,900	27,800	21,400	21,100	22,600	22,800	28,700	18,800
W.N. Central	23,800	22,500	17,600	17,700	29,300	22,100	20,000	20,500	14,100
W.S. Central	28,100	27,400	20,700	20,800	24,400	20,300	22,300	26,400	17,100
Mountain	25,300	32,500	17,700	26,800	n/a	26,000	18,700	27,500	17,800
Pacific	45,500	37,300	33,100	31,000	28,800	29,900	29,200	37,400	28,100
Fiscal Budget									
Under $100,000	15,800	n/a	17,900	12,500	n/a	20,000	n/a	n/a	11,800
$100,000 – $249,999	24,900	19,400	24,400	17,500	n/a	17,400	16,100	18,200	17,400
$250,000 – $499,999	31,700	19,500	21,900	21,800	18,700	21,900	18,300	24,600	19,000
$500,000 – $2.49 million	44,700	26,000	26,200	26,000	24,300	24,200	24,800	28,400	22,800
$2.49 million or more	66,300	35,000	32,600	30,700	29,200	29,100	28,900	37,900	24,400

medical insurance are the only benefits offered by more than half.

Regional variation

Regionally, library salaries vary a great deal. On average, salaries for all but one of the library job titles are highest in the Pacific region of the United States. In many cases, salaries in the Pacific states are double the salaries in lower-paying regions. Libraries in that area also offer the most comprehensive benefits.

The lowest-paying regions are the West North Central in the Midwest and the East South Central in the South. Salaries in these regions, on average, do not get any higher than $25,600 for a director position with 11.4 years' experience. Indeed, this salary falls below the entry-level, Librarian I, position in the Pacific region that pays $28,100.

These regional differences are not necessarily explained by economic conditions or level of government support. In fact, per capita library expenditures by state governments are highest and growing most rapidly in the Northeast. As of 1987, per capita library spending stood at $3.71 in the Northeast, as compared to only $2.33 in the Pacific.

While state fiscal conditions may not be the answer, there is a simple explanation for the variances in regional library salaries—once again, the size of the libraries. The libraries located in the Pacific states are, on average, much larger than those located elsewhere in terms of both budget and size of the population served.

While only 15 percent of all libraries in the county have budgets at or above $1 million, nearly half of all Pacific libraries have fiscal budgets of this size. The average budget for a library located in the Pacific is $140,200—nearly two and a half times the national average. Also, 36 percent of these libraries serve a population of 100,000 or more—higher than the national average of 13 percent.

Salary growth in 1989

Last year, library salaries grew 4.8 percent overall, reflecting the steady salary growth trends in public sector service jobs as a whole. All state and local employees in service jobs enjoyed annual increases of 6.5 percent from June 1981 to June 1989—significantly higher than their counterparts in private industries.

The salary outlook for 1989 is a mixed bag. By region of the country, average annual salary increases vary a great deal. The highest growth rates in 1989 are expected in the Northeast at 6.5 percent. Meanwhile, the slowest rate of growth is expected in the West South Central region of the South at only 3.0 percent.

This growth pattern is consistent with trends in the employment cost index, which measures compensation and benefits costs to employers. For most of the past decade, wage and salary growth in the Northeast has outpaced all other regions. Rapid salary growth in the Northeast stems from regional economic strength as well as the tight labor market. As the labor pool shrinks, employers are forced to increase wages to attract and keep employees.

Nationwide, librarians anticipate 5.2 percent salary growth in 1989—slightly faster than last year. This expectation may be a bit optimistic, however, since salary growth will surely be hampered by tightening state and local government budgets.

Librarianship's demands may outstrip the supply in the near future

Placements and Salaries 1988:

The Demand Increases

By Carol L. Learmont & Stephen Van Houten

FIFTY-ONE of the 60 eligible schools responded to all or part of the questionnaire for this 38th annual report of placements and salaries of graduates of American Library Association–accredited library school programs. One Northeastern, two Southeastern, and one Western school did not participate. The seven Canadian schools have decided to develop a separate salary survey to be published in the *Canadian Library Journal*. This will be the last year in which Canadian schools will be reported in this article. Two Canadian schools are included this year.

In 1988, the average beginning salary was $23,491 based on 1,626 known, full-time, permanent professional salaries. Salaries for 1988 improved over 1987. For the sixth year,

I Status of 1988 Graduates, Spring 1989*

	No. of Graduates			Not in Library Positions			Empl. Not Known			Permanent Prof. Placements			Temp. Prof. Placements			Nonprof. Library Placements			Total in Library Positions		
	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
United States	2523	683	3494	214	69	285	530	171	981	1585	386	1975	126	31	159	68	26	94	1779	443	2228
Northeast	859	202	1237	68	23	92	185	42	400	555	118	675	38	13	51	13	6	19	606	137	745
Southeast	452	122	621	27	7	35	97	27	168	309	84	394	11	1	13	8	3	11	328	88	418
Midwest	715	202	962	70	27	97	144	59	248	447	102	549	32	8	40	22	6	28	501	116	617
Southwest	257	71	345	22	6	28	69	22	107	137	34	171	10	4	15	19	5	24	166	43	210
West	240	86	329	27	6	33	35	21	58	137	48	186	35	5	40	6	6	12	178	59	238
Canada	141	51	197	16	9	25	18	7	26	79	20	101	27	13	42	1	2	3	107	35	146
All Schools	**2664**	**734**	**3691**	**230**	**78**	**310**	**548**	**178**	**1007**	**1664**	**406**	**2070**	**153**	**44**	**201**	**69**	**28**	**97**	**1886**	**478**	**2374**

* Includes placements undifferentiated by sex

IIa Placements and Salaries of 1988 Graduates—Summary by Region*

	Placements	Salaries			Low Salary			High Salary			Average Salary			Median Salary		
		Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
United States	1912	1313	318	1634	11000	15000	11000	60000	58800	60000	23416	23783	23491	22500	23000	22500
Northeast	639	461	100	562	12000	16000	12000	60000	58800	60000	24743	24847	24750	23500	24000	23500
Southeast	387	268	70	339	11805	15000	11805	34282	33900	34282	22288	22683	22354	22000	22000	22000
Midwest	536	361	78	439	11000	16000	11000	46392	50000	50000	22018	22750	22148	21000	22000	21000
Southwest	170	113	27	140	13500	17400	13500	40000	35650	40000	23201	24166	23387	22500	23526	22500
West	180	110	43	154	14000	18000	14000	42000	30800	42000	25411	24734	25317	25000	24000	24600
Canada	99	0	0	0	99999	99999	99999	0	0	0	0	0	0			
All Schools	**2011**	**1313**	**318**	**1634**	**11000**	**15000**	**11000**	**60000**	**58800**	**60000**	**23416**	**23783**	**23491**	**22500**	**23000**	**22500**

* Includes placements undifferentiated by sex

Carol L. Learmont is Associate Dean, School of Library Science, Columbia University and Stephen Van Houten is Head of the Cataloging Department, Library of Health Sciences, University of Illinois at Chicago

IIb Placements and Salaries of 1988 Graduates*

Schools	Placements	Salaries			Low Salary			High Salary			Average Salary			Median Salary		
		Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
Alabama	39	26	4	30	11805	19656	11805	29600	23943	29600	20110	21650	20316	19000	21000	19656
Albany	36	30	4	34	16500	16680	16500	35000	28000	35000	23955	22670	23804	22150	22000	22150
Arizona	18	0	0	0	0	0	0	0	0	0	0	0	0			
Atlanta	24	16	5	21	16000	17500	16000	30487	30000	30487	23762	23100	23604	24000	22000	24000
Brigham Young	23	12	11	23	19000	18000	18000	30900	28500	30900	22589	23912	23222	22000	24000	22600
Buffalo	28	21	4	25	18000	16000	16000	42703	25000	42703	23958	21125	23505	22088	20500	22088
California (Berk.)	46	29	14	43	20000	19728	19728	42000	30800	42000	27796	25934	27190	26520	25000	26000
California (L.A.)	51	28	8	36	19740	20000	19740	31000	27606	31000	24821	24099	24660	24000	23760	23943
Catholic	30	24	5	29	17859	25000	17859	46502	48000	48000	26567	34888	28002	25707	34740	26000
Chicago	15	4	2	6	22000	19575	19575	26000	29000	29000	24000	24288	24096	24000	19575	24000
Clarion	26	24	2	26	14000	16736	14000	27675	21000	27675	19775	16868	19705	19108	16736	19108
Columbia	26	20	4	24	21000	17000	17000	36098	25000	36098	27777	22650	26923	25000	24000	25000
Drexel	51	36	10	46	17325	19200	17325	52000	35000	52000	23905	25410	24232	22500	24000	23111
Emporia	37	14	4	18	16000	19975	16000	31000	26989	31000	20975	21866	21173	19576	20000	20000
Florida State	38	28	7	35	16000	20000	16000	30000	25200	30000	21745	22871	21970	21500	22000	21800
Hawaii	20	15	3	19	14000	23500	14000	35000	26000	40000	25606	24700	26221	25000	24600	25000
Illinois	55	43	8	51	13700	18000	13700	32500	25000	32500	21271	22250	21425	20500	22600	20500
Indiana	73	46	8	54	17000	17850	17000	29000	26000	29000	21875	22111	21910	21500	21000	21500
Iowa	40	25	8	33	16100	18000	16100	26400	28500	28500	20928	21432	21050	21000	20500	20500
Kent State	65	52	7	59	11000	19000	11000	32800	50000	50000	21035	25857	21607	20800	22000	21000
Kentucky	56	26	14	40	16000	17000	16000	26920	28000	28000	21208	21079	21163	22000	20000	20100
Long Island	45	28	2	30	19000	22000	19000	60000	45000	60000	26181	33500	26669	25000	22000	25000
Louisiana State	44	31	13	44	16500	18444	16500	30000	30600	30600	21539	22492	21820	20794	22500	21000
Maryland	33	26	3	29	16500	22000	16500	46000	27812	46000	24411	24371	24407	22000	23300	23000
Michigan	57	44	8	52	12000	19583	12000	46392	28000	46392	23976	22382	23731	21828	20700	21828
Missouri	32	22	7	29	15500	16000	15500	28000	27000	28000	20416	21553	20690	19816	22000	20400
North Carolina	41	25	12	37	18000	19100	18000	34282	33900	34282	22598	25467	23529	22000	25000	22227
N.C. Central	23	22	0	22	18000	0	18000	32000	0	32000	25003	0	25003	25000	0	25000
N.C. Greensboro	26	22	1	23	12000	22950	12000	25000	22950	25000	20556	22950	20660	21000	22950	21000
Northern Illinois	19	14	2	16	15000	20000	15000	38000	23000	38000	21949	21500	21893	20000	20000	20000
North Texas State	34	26	8	34	16500	17400	16500	40000	34000	40000	23932	24153	23984	22500	23526	22900
Oklahoma	29	22	2	24	13500	22500	13500	25000	25000	25000	20034	23750	20344	17500	22500	19000
Pittsburgh	43	25	6	31	17000	19000	17000	30000	34000	34000	22088	23417	22345	22000	21000	22000
Queens	11	3	1	4	23200	26000	23200	28000	26000	28000	25033	26000	25275	23900	26000	23900
Rhode Island	15	9	2	12	17200	20000	17200	32500	21800	32500	23883	20900	22913	22000	20000	21800
Rosary	46	33	6	39	18000	20000	18000	42000	33000	42000	25023	26167	25199	23000	23000	23000
Rutgers	90	69	18	87	18400	19500	18400	50000	41000	50000	26338	26294	26329	26130	24000	26000
St. John's	17	11	4	15	20000	22800	20000	43000	35000	43000	31500	26893	30271	35000	24000	27000
Simmons	126	91	21	112	12000	17000	12000	40000	58800	58800	24252	24872	24368	22823	25000	23000
South Carolina	69	50	9	60	14222	15000	14222	33000	27000	33000	23033	21474	22699	22313	22000	22033
S. Connecticut	40	31	9	40	17700	16000	16000	38054	25000	38054	24768	21144	23952	24000	21000	23000
South Florida	27	22	5	27	16120	18300	16120	32250	33000	33000	23787	23253	23688	23900	21000	23900
Syracuse	22	13	5	18	18500	18200	18200	30000	26000	30000	23698	22140	23265	24002	21000	21300
Texas (Austin)	45	30	12	42	17400	17500	17400	32000	35650	35650	24337	23896	24211	23500	22036	23500
Texas Woman's	44	35	5	40	14500	20000	14500	38000	30000	38000	23675	25000	23841	22662	24000	23000
Toronto	36	0	0	0	0	0	0	0	0	0	0	0	0			
Washington	40	26	7	33	17500	21360	17500	40560	30000	40560	24575	24366	24531	24000	24000	24000
Wayne State	20	13	5	18	18000	21000	18000	35000	26000	35000	22715	23151	22836	21000	22753	21000
Western Ontario	63	0	0	0	0	0	0	0	0	0	0	0	0			
Wisconsin (Mad.)	52	34	8	42	14000	18000	14000	27000	25680	27000	20375	22569	20793	20155	22724	20500
Wisconsin (Milw.)	25	17	5	22	17500	18500	17500	41000	23000	41000	23278	20972	22754	21200	21858	21200

* Includes placements undifferentiated by sex

III Placements by Type of Library*

Schools	Public			Elementary & Secondary			College & Univ.			Special			Other			Total		
	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
Alabama	13	2	15	8	0	8	10	2	12	2	0	2	0	0	0	33	4	37
Albany	8	1	9	10	1	11	5	1	6	7	1	8	2	0	2	32	4	36
Arizona	6	1	7	4	2	6	2	1	3	1	0	1	0	1	1	13	5	18
Atlanta	8	0	8	5	1	6	4	3	7	2	1	3	0	0	0	19	5	24
Brigham Young	7	3	10	0	0	0	0	3	3	1	2	3	2	2	4	10	10	20
Buffalo	9	1	10	10	0	10	3	3	6	1	0	1	1	0	1	24	4	28
California (Berk.)	10	4	14	0	0	0	5	6	11	11	4	15	3	2	5	29	16	45
California (L.A.)	20	3	23	2	0	2	9	4	13	10	2	12	1	0	1	42	9	51
Catholic	5	0	5	4	0	4	3	1	4	12	3	15	0	1	1	24	5	29
Chicago	1	0	1	0	0	0	5	1	6	4	4	8	0	0	0	10	5	15
Clarion	9	1	10	7	0	7	6	1	7	1	0	1	1	0	1	24	2	26
Columbia	6	2	8	1	0	1	5	1	6	8	1	9	1	0	1	21	4	25
Drexel	6	0	6	2	1	3	12	4	16	12	3	15	6	5	11	38	13	51
Emporia	14	1	15	9	1	10	5	2	7	4	1	5	0	0	0	32	5	37
Florida State	5	4	9	9	0	9	10	3	13	4	1	5	0	1	1	28	9	37
Hawaii	3	0	3	6	0	7	1	2	3	5	1	6	0	0	0	15	3	19
Illinois	18	3	21	1	0	1	19	4	23	5	2	7	3	0	3	46	9	55
Indiana	26	6	32	8	0	8	15	9	24	7	0	7	1	1	2	57	16	73
Iowa	13	3	16	7	0	7	9	5	14	2	0	2	0	1	1	31	9	40
Kent State	24	0	24	6	2	8	10	4	14	13	1	14	4	1	5	57	8	65
Kentucky	9	13	22	8	0	8	9	6	15	8	1	9	2	0	2	36	20	56
Long Island	14	2	16	11	0	11	6	2	8	10	0	10	0	0	0	41	4	45
Louisiana State	9	2	11	9	1	10	7	5	12	5	4	9	1	1	2	31	13	44
Maryland	6	0	6	4	0	4	4	0	4	16	3	19	0	0	0	30	3	33
Michigan	16	1	17	9	0	9	8	5	13	11	2	13	2	0	2	46	8	54
Missouri	11	5	16	4	1	5	7	2	9	1	0	1	1	0	1	24	8	32
North Carolina	10	4	14	2	0	2	11	2	13	3	3	6	3	3	6	29	12	41
North Carolina Central	2	0	2	12	0	12	7	0	7	1	0	1	0	0	0	22	0	22
N.C. Greensboro	6	1	7	10	1	11	5	1	6	2	0	2	0	0	0	23	3	26
Northern Illinois	8	1	9	4	0	4	1	0	1	4	1	5	0	0	0	17	2	19
North Texas State	7	3	10	4	0	4	11	4	15	4	1	5	0	0	0	26	8	34
Oklahoma	7	0	7	12	1	13	3	0	3	3	1	4	0	0	0	25	2	27
Pittsburgh	6	1	7	9	0	10	6	5	11	11	3	14	1	0	1	33	9	43
Queens	5	0	5	1	1	2	0	0	0	3	1	4	0	0	0	9	2	11
Rhode Island	2	1	4	5	0	5	0	1	1	3	2	5	0	0	0	10	4	15
Rosary	11	3	14	12	0	12	2	0	2	9	4	13	0	0	0	34	7	41
Rutgers	18	5	23	19	0	19	9	4	13	20	7	27	5	3	8	71	19	90
St. John's	4	2	6	2	0	2	1	0	1	6	1	7	0	1	1	13	4	17
Simmons	34	6	40	10	0	10	23	10	33	35	6	41	2	0	2	104	22	126
South Carolina	8	1	9	37	2	40	8	6	14	2	1	3	2	0	2	57	10	68
Southern Connecticut	11	4	15	11	1	12	6	2	8	2	2	4	1	0	1	31	9	40
South Florida	8	4	12	7	1	8	2	0	2	5	0	5	0	0	0	22	5	27
Syracuse	0	0	0	12	1	13	2	3	5	3	1	4	0	0	0	17	5	22
Texas	2	4	6	9	0	9	5	4	9	11	4	15	3	1	4	30	13	43
Texas Woman's	5	2	7	15	1	16	9	0	9	9	2	11	1	0	1	39	5	44
Toronto	15	2	18	0	0	0	2	1	3	7	4	11	2	2	4	26	9	36
Washington	12	2	14	5	0	5	7	3	10	9	2	11	0	0	0	33	7	40
Wayne State	8	1	9	3	2	5	1	2	3	2	0	2	1	0	1	15	5	20
Western Ontario	16	2	18	5	1	6	13	4	17	11	2	14	6	2	8	51	11	63
Wisconsin (Madison)	19	4	23	7	0	7	10	4	14	5	1	6	1	1	2	42	10	52
Wisconsin (Milwaukee)	7	4	11	4	0	4	3	2	5	2	0	2	1	0	1	17	6	23
Total	**587**	**115**	**624**	**381**	**22**	**388**	**326**	**138**	**464**	**335**	**86**	**422**	**88**	**21**	**89**	**1589**	**388**	**1905**

* Includes placements undifferentiated by sex or type of library

the increase in the average beginning salary was higher than the increase in the cost of living. This year, Table VIII shows the average salaries index based on the new Bureau of Labor Statistics base years (1982–84).

The 1988 salaries increased at the rate of 6% compared with 7% in 1987 and 6% in 1986.

In 1988, the average (mean) beginning salary for women was $23,416, a 6% increase over 1987; for men, $23,783, a 3% increase. The median salary was $22,500 for all graduates; for women, $22,500; and for men, $23,000.

For new graduates with relevant prior experience, the average beginning salary was $24,931, up from $24,018 in 1987; without experience, $21,810 from $20,402 in 1987.

The number of graduates continues to rise modestly, the average salary continues a steady increase, and a large number of placement officers report more beginning positions than qualified people to fill them.

There were 201 temporary professional placements reported in 1988, compared with 279 in 1987 and 240 in 1986. No salaries from Canadian schools appear this year. The category "Other information specialties" includes a wide variety of nontraditional positions.

Placement statistics

First professional degrees were awarded to 3,691 graduates of the 51 schools reporting in 1988 (Table I). In 1987, the 55 reporting schools awarded 3,702 first professional degrees; in 1986, the 53 reporting schools awarded 3,538 first professional degrees. In 1988, the average number of graduates of schools reporting was 72; in 1987 it was 67; in 1986 it was 67.

Table I shows permanent and temporary professional placements, as well as nonprofessional library placements, and the totals for the three. These are library- or information-related positions. Table I also shows the number of graduates reported who were not in library positions or whose employment status was unknown at the beginning of April 1989. Of these, 8% were known not to be in library positions compared with 10% in 1987, and 10% in 1986. In April 1989, the whereabouts of 27% were unknown compared with 23% in April 1988 and 23% in April 1987.

Of the 1988 graduates, 64% were known to be employed either in professional or nonprofessional positions in libraries or information-related work, as were 67% of the 1987 graduates and 66% of the 1986 graduates. Of the 1988 graduates, 56% were known to be employed in permanent professional positions, compared with 57% of the 1987 graduates and 57% of the 1986 graduates.

Employment distribution of 1,985 of the 3,691 graduates (53%) is shown in Table III, Table IV, and Table XI. In all, 2,076 permanent full-time professional placements were reported and 201 temporary placements. Of the 2,076 people finding permanent professional positions, 662 (32%) found jobs before graduation and 719 (35%) reported actively searching for less than 90 days for professional employment after getting their degrees.

There were 145 people (7%) who looked for three or four months. Sixty-eight (3%) looked from four to six months, and 40 (2%) looked for more than six months. A total of 393 people (19%) went back to their previous positions. Nothing is known about the length of time it took the 49 others (2%) to find employment.

In 1988, 2.3% of the graduates were in nonprofessional library and related positions (Table I). In 1987, 2.1% were in this category, as were 2.7% in 1986. Within the category, 71% are women and 29% are men.

The percentage of increase or decrease in placements by type of library has decreased notably for "Other library agencies" and increased modestly for the other types. In actual numbers there has been a marked decrease in placements in the "Other library agencies" category as well.

Table IV does not include 91 placements that were either foreign professional placements or placements undifferentiated by type of library but which appear in Table I in the Permanent Professional Placements category (a total of 2,076 placements).

TABLE V, U.S. AND CANADIAN PLACEMENTS COMPARED, HAS BEEN DISCONTINUED THIS YEAR. Tables will be renumbered in the 1990 survey. Table VI, showing Special Placements, is self-explanatory and gives a rough picture of hiring activity in various specialties in 1988.

Openings and applicants

A total of 62,230 listings of open library positions were reported received by 38 schools, ranging in number of listings from 30 to 5200. The listings were for positions at all levels, and many were duplicated in several places. In 1987, 40 schools reported 61,063 listings.

Twenty-three schools reported increases in position listings in 1988 over 1987. Increases reported in 1988 ranged from 1% to 40%. The median was 10%. Twelve schools reported

IV Placements by Type of Library, 1951–1988

Year	Public	School	College & Universities	Other Library Agencies*	Total
1951-1955**	2076 (33.0%)	1424 (23.0%)	1774 (28.0%)	1000 (16.0%)	6264
1956-1960**	2057 (33.0)	1287 (20.0)	1878 (30.0)	1105 (17.0)	6327
1961-1965	2876 (30.0)	1979 (20.0)	3167 (33.0)	1600 (17.0)	9622
1966-1970	4773 (28.0)	3969 (23.0)	5834 (34.0)	2456 (15.0)	17032
1971	999 (29.0)	924 (26.0)	1067 (30.0)	513 (15.0)	3503
1972	1117 (30.0)	987 (26.0)	1073 (29.0)	574 (15.0)	3751
1973	1180 (31.0)	969 (25.0)	1017 (26.0)	712 (18.0)	3878
1974	1132 (31.0)	893 (24.0)	952 (26.0)	691 (19.0)	3668
1975	994 (30.0)	813 (24.0)	847 (25.0)	714 (21.0)	3368
1976	764 (27.1)	655 (23.2)	741 (26.3)	657 (23.2)	2817
1977	846 (28.4)	673 (22.6)	771 (25.9)	687 (23.1)	2977
1978	779 (26.1)	590 (19.8)	819 (27.4)	798 (26.7)	2986
1979	778 (27.4)	508 (17.9)	716 (25.3)	835 (29.4)	2837
1980	659 (27.1)	473 (19.5)	610 (25.1)	687 (28.3)	2429
1981	642 (27.3)	451 (19.2)	556 (23.6)	704 (29.9)	2353
1982	588 (28.5)	358 (17.4)	505 (24.5)	612 (29.7)	2063
1983	501 (28.0)	308 (17.3)	424 (23.8)	552 (30.9)	1785
1984	548 (27.9)	284 (14.4)	551 (28.0)	583 (29.7)	1966
1985	565 (29.4)	300 (15.6)	522 (27.2)	533 (27.8)	1920
1986	576 (30.3)	288 (15.2)	488 (25.7)	548 (28.8)	1900
1987	610 (30.5)	355 (17.7)	434 (21.7)	602 (30.1)	2001
1988	624 (31.4)	386 (19.4)	464 (23.4)	511 (25.7)	1985

* From 1951 through 1966 these tabulations were for "special and other placements" in all kinds of libraries. From 1967 to 1979 these figures include only placements in library agencies that do not clearly belong to one of the other three groups, in the 1980 through 1988 report these figures include the sum of responses to placements in special libraries and in other information specialties

** Figures for individual years are reported in preceding articles in this series

no significant change from 1987; four reported a decrease ranging from 4% to 35%. Thirty-eight placement officers reported no major difficulty in placing 1988 graduates. Only one reported major difficulty in placing these graduates. Two placement officers indicated that they had more difficulty placing graduates in 1988 than in 1987. Ten reported having less difficulty, and 30 reported about the same level of difficulty in both years.

Demand for librarians appears to be greater than supply, although shortages often reflect geography or political events. The demand for catalogers (specifically) and others in the technical services areas continues to escalate. Children's and young adult specialists are needed especially in public libraries. Computer and information science specialists are needed. Other specialties in demand and mentioned as being in short supply include records management, government documents, law, science, medical, archival, and conservation/preservation.

Undergraduate majors that continue to attract employers to graduates are still math, languages, engineering, business, computer science, art, music, and, most especially, all types of science.

It seems noteworthy that several respondents emphasized the ease with which most graduates can be placed. There seemed to be a widespread feeling, as one said, that the image of the library's role in daily life is increasingly more attractive.

The bottom line

The salary statistics presented include only salaries that were reported as full-time annual salaries. Variables such as vacations and other fringe benefits, which may be part of the total compensation, are excluded. Salaries do not reflect differences in hours worked per week. Such information might provide more precise comparability, but such data are probably beyond the needs of most library schools in the profession. In any case, the validity of this analysis rests on comparable statistics collected since 1951.

Forty-eight of the 51 reporting schools provided some salary data. Not all schools could provide all the information requested nor could they supply it for all employed graduates. Data for graduates in irregular placements such as those for graduates from abroad returning to posts in their homelands; appointments in religious orders or elsewhere where re-

"In 1988 . . . average salaries for women ranged from a low of $11,000 to a high of $60,000 . . . for men, the range was $15,000 to $58,800"

VI Special Placements*

	Women	Men	Total
Government Jurisdictions (U.S. and Canada)			
Other government agencies (except USVA hospitals)	23	4	27
State and provincial libraries	18	4	22
National libraries	12	4	16
Armed Services libraries (domestic)	5	3	8
Overseas agencies (incl. Armed Services)	3	1	4
Library Science			
Advanced study	5	9	14
Teaching	3	2	5
Other			
Children's services (school libraries)	212	7	219
Children's services (public libraries)	117	3	120
Business, (finance, industrial, corporate, banking, insurance, oil, etc.)	76	18	94
Law	60	24	84
Youth services (school)	61	5	66
Science and technology	44	21	65
Youth services (public libraries)	44	10	54
Systems analysis; automation	26	22	48
Information services (nonlibrary)	29	13	42
Medicine (incl. nursing schools)	34	8	42
Rare books, manuscripts, archives	24	11	35
Audiovisual and media centers	24	8	32
Historical agencies and archives	22	7	29
Communications industry (advertising, newspaper, etc.)	19	7	26
Art and museum	17	5	22
Hospitals (incl. USVA hospitals)	20	1	21
Bibliographic instruction	18	2	20
Databases (publishing, servicing)	9	9	18
Government documents	13	5	18
Social sciences	14	4	18
Religion (seminaries, theological schools)	9	6	15
Research and development	12	3	15
Theater, motion pictures, dance, music	7	5	12
Outreach activities and services	10	1	11
Free-lance/consulting	8	2	10
Records management	6	2	8
Indexing & abstracting	7	0	7
Networks and consortia	6	1	7
Conservation/Preservation	5	1	6
Correctional institutions	4	1	5
Library services to the handicapped	5	0	5
Pharmaceutical	4	1	5
Spanish-speaking centers	3	2	5
International agencies	4	0	4
International relations (incl. area studies)	2	2	4
Architecture	1	2	3
Children's services (other)	3	0	3
Genealogical	3	0	3
Technical writing	2	1	3
Bookstore	2	0	2
Maps	2	0	2
Professional associations	2	0	2
Total Special Placements	**1043**	**243**	**1286**

* Includes special placements in all types of libraries

VII Salary Data Summarized

	Women	Men	Total
Average (Mean) Salary	$23416	$23783	$23491
Median Salary	22500	23000	22500
Individual Salary Range	11000–60000	15000–58800	11000–60000

"In 1988, the average beginning salary was $23,491 based on 1,626 known, full-time, permanent professional salaries"

VIII Average Salary Index*
Starting Library Positions, 1985–1988

Year	Library Schools	Fifth-Year Graduates	Avg. Beginning Salary	Dollar Increase in Avg. Salary	Beginning Index	BLS-CPI
1985	58	3484	19753	962	111.6	109.3
1986	54	3538	20874	1121	118.0	110.5
1987	55	3702	22247	1373	125.7	115.4
1988	51	3691	23491	1244	132.8	120.5

* Bureau of Labor Statistics Consumer Price Index based on 1982–84 = 100. Average beginning salary for 1982–84 figured at $17,693

IX High Salaries by Type of Library

	Public			School			College & Univ.			Special			Other		
	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
12,000													1		1
13,000															
14,000													1		1
15,000							1		1						
16,000		1	1		1	1							1		1
17,000										1	1	2			
18,000		1	1							1		1			
19,000	1	3	4		1	1	1		1	1	1	2	1		1
20,000	2	5	7	1	1	2	1	1	2	1		1	1	1	2
21,000	2	1	3				2	2	4	1	2	3	1		1
22,000	5	6	11	3	3	6	5	4	9	2	2	4			
23,000	9	5	14				4	2	6		1	1	2		2
24,000	5	4	9	1		1	4	5	9	5	3	8	3	2	5
25,000	9	3	12	4	2	6	6	9	15	2	4	6	2	1	3
26,000	4	4	8	1	2	3	3	2	5	2	3	5	3		3
27,000				3	1	4	2	4	6	5	5	10	2		2
28,000	2	1	3	3	1	4	2	3	5	4	1	5	1	2	3
29,000				2		2	3		3	2	1	3			
30,000	1	1	2	5		5	4	1	5	2	5	7	1	2	3
31,000	1		1	3		3	1		1	1		1			
32,000	1		1	3		3	2		2	3		3		1	1
33,000				1	1	2					1	1		1	1
34,000		1	1					1	1	2	1	3	1	1	2
35,000	1		1	3	1	4	1		1	1	2	3		1	1
36,000	2		2				2		2	1		1	1		1
37,000													1		1
38,000				2		2				2		2			
39,000				1		1				1		1			
40,000						1				4		4			
41,000				2		2					1	1			
42,000				2		2				1		1	1		1
43,000				1		1									
44,000															
45,000								1	1						
46,000	1		1	3		3									
47,000															
48,000														1	1
49,000															
50,000					1	1							1		1
51,000															
52,000										1		1			
58,000								1	1						
59,000															
60,000	1		1												

muneration is in the form of some combination of salary plus living; and all salaries for part-time employment were excluded as best the authors can tell.

The exclusions were added to the number of salaries not known or not reported. As a result, there is known salary information for 1,634 of the 1988 graduates (1,313 women, 318 men, and three undifferentiated by sex). This represents 81% of the known placements and 44% of all graduates reported. These response ratios have remained fairly constant for the past few years. In 1987 there was salary information on 79% of the known placements, representing 43% of the number of graduates reported.

Salary data as reported by the 48 schools are contained in Table II and summarized in Table VII. Salary figures are in U.S. dollars.

Average (mean) salaries

The average salary for all 1988 graduates was $23,491, an increase of $1,244 (6%) over the 1987 average of $22,247. The average salary for women was $23,416 and the average for men was $23,783, a difference of $367 (Table VII). Table VIII no longer shows the annual changes since 1967 but shows the new BLS base determined by averaging the average beginning salaries for 1982, 1983, and 1984. The cost of living index (CPI) for 1988 was 120.5, a gain of 4.3% over 1987. The beginning salary index was 132.8, an increase of 5.6% over 1987.

Salaries in 1988 in the category of average salaries for women ranged from a low of $11,000 to a high of $60,000, a difference of $49,000; for men, the range was $15,000 to $58,800, a $43,800 difference. In the 47 schools that reported average salaries for both men and women, the women's average was higher in 22 schools; the men's average salary was higher in 25 schools. In 1987, the women's average salary was higher in 19 schools, and the men's in 29 schools.

In Table XI, the average salary is higher for men in all five categories (the differences ranging from $8 to $3,448).

Median salaries

The median salary for all graduates in 1988 was $22,500, an increase of $1,384 over last year's $21,116. The median for women was $22,500; for men, $23,000. Of the 47 schools reporting on both men and women, the median salary for women was higher in 23 schools; for men in 21; and the same in three.

Salary ranges

For the purposes of the survey, prior experience, if known, consisted of work of a professional and/or subject nature of a year or more. In 1988, the range (Table VII) was from a low of $11,000 (public library) to a high of $60,000 (public library).

In 1988, the range of high salaries reported was from $30,800 to $60,000, a difference of $29,200. In 1987, the high range was from $25,000 to $72,000, a difference of $47,000. In 1988, 16 schools showed high salaries of $40,000 or more. Of these, 14 went to women and five to men. The median high salary for all graduates was $34,141 (down from $35,000 in 1987); for women, $32,500 (up from $32,000 in 1987); for men, $27,812 (down from $28,000 in 1987).

In 1988, the category "special libraries" accounted for 19% of the 47 highest salaries (25% in 1987) and the category other "information specialties" accounted for 15% (24% in 1987). School libraries accounted for 51% (41% in 1987); academic libraries accounted for 11% (6% in 1987); public libraries had a 4% share (4% in 1987).

The positions were scattered geographically and included 23 states, the District of Columbia, and one province; New York and New Jersey each accounted for five positions and the rest for one, two, or three each.

The lowest reported beginning-level salaries from each school ranged from $11,000 to $23,200. The 1987 range was from $9500 to 22,000. The median low salary was $16,500 ($16,000 in 1987) for all graduates. Forty-seven schools reported low salaries for men and women; of these, 40 reported that the lowest low was received by a woman, and seven reported that the lowest low was received by a man.

Public libraries accounted for 43% of the lowest salaries (40% in 1987); academic libraries accounted for 23% (24% in 1987); special libraries accounted for 19% (18% in 1987); school libraries for 11% (16% in 1987); and other information specialties for 4% (2% in 1987). Twenty-eight states were represented. New York had six of the lowest placements; Illinois had three; the rest had one or two.

1989 predictions

Placement officers at 22 schools predict little or no change in the number of job vacancy listings for the class of 1989. Fifteen officers think that there will be increases ranging from 1% to 200%; two predict decreases of 20% to 22%. Placement officers at 27 schools expect the same difficulty (or ease, as several remarked) placing 1989 graduates as placing 1988 graduates; three expect more difficulty; 13 expect less.

Salaries for 1989 will be stronger according to 30 placement officers. Estimates range from $400 to $5000 with most estimates in the $2000 to $3000 range. Seven officers do not think salaries will be higher and three think they will be about the same.

The following table indicates the increasing and decreasing number of vacancies in various types of libraries as perceived by the placement officers.

Schools Reporting	*Increase*	*Decrease*
Public Libraries	17	2
School Libraries	10	6
Academic Libraries	11	2
Special Libraries	12	5
Other Information Specialties	1	0

Increases were attributed to increasing concern for information management in corporate libraries, "unfreezing" of positions in public libraries, increased funding for new positions, increased funding for school libraries and children's services in public libraries, retirements, growth in specialties such as bibliographic instruction and conservation/preservation, opening of new libraries, and more active recruitment by public libraries and other large libraries/library systems.

Decreases in vacancies were attributed to budget cuts in school funding, failure of bond issues to pass, and a slowdown in retirements.

It was also pointed out that the vacancy rates may be high for jobs that are perceived to be boring, pay low salaries, or combine low salaries with high educational requirements (as in many academic libraries). In at least one state school, certification requires only a bachelor's degree and that has cut down on vacancies for the MS-level school librarian in that state.

In general, there is a strong feeling that the demand for librarians is increasing and will continue to outstrip the supply in the near future. The authors thank all of the reporting schools for their continuing cooperation in making this report possible.

X Low Salaries by Type of Library

	Public			School			College & Univ.			Special			Other		
	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
11,000	2		2												
12,000	1		1				1		1				1		1
13,000	2		2												
14,000				1		1	1		1	2		2	1		1
15,000	2		2				1	1	2	1		1			
16,000	5	2	7	3	1	4	4	1	5	5	1	6	2		2
17,000	9	2	11	5		5	7	3	10	6	3	9			
18,000	6	9	15	11		11	12	5	17	7		7	1		1
19,000	8	5	13	6	1	7	4	4	8	2	5	7	1	1	2
20,000	6	6	12	5	2	7	3	6	9	6	3	9	3	2	5
21,000	4	4	8	5		5	5	5	10	4	3	7	3		3
22,000		5	5	3	5	8	5	4	9	5	4	9	2		2
23,000	1	2	3	1		1		3	3	1	2	3	3		3
24,000	2	2	4							4	5	9	1	3	1
25,000				2	3	5		2	2	2	4	6	1	3	4
26,000				1	1	2					2	2	2		2
27,000	1	1	2				1	1	2	1	2	3	2	1	3
28,000					1	1		1	1	1		1	1	1	2
29,000															
30,000							1		1	1	1	2	1	1	2
31,000				1		1							1	1	2
32,000															
33,000					1	1									
34,000								1	1						
35,000				1	1	2					1	1		1	1
36,000							1		1				1		1
45,000								1	1						
46,000															
47,000															
48,000															
49,000														1	1

XI Comparison of Salaries by Type of Library*

	Placements	Salaries Known			Low Salary			High Salary			Average Salary			Median Salary		
		Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
Public Libraries																
United States	588	401	98	500	11000	16000	11000	60000	34000	60000	21452	21891	21531	21000	21858	21000
Northeast	170	120	25	146	15000	16736	15000	60000	30000	60000	22515	22494	22482	22000	22300	22000
Southeast	109	68	27	95	11805	17000	11805	30487	25200	30487	21008	20827	20956	21288	20100	21000
Midwest	208	149	26	175	11000	16000	11000	32000	24500	32000	20137	20565	20201	20000	20368	20000
Southwest	37	21	9	30	13500	21500	13500	36035	34000	36035	21149	25111	22337	20556	24000	22000
West	64	43	11	54	17000	18000	17000	35000	26760	35000	23889	23627	23836	23900	23760	23900
Canada	36	0	0	0	0	0	0	0	0	0	0	0	0			
All Schools	624	401	98	500	11000	16000	11000	60000	34000	60000	[illegible]	[illegible]	21531	21000	21858	21000
School Libraries																
United States	380	312	18	332	14000	16680	14000	46502	50000	50000	25110	26082	25183	24000	25000	24000
Northeast	124	107	4	111	16500	16680	16500	46502	35000	46502	26014	24070	25944	24800	19600	24800
Southeast	114	96	6	103	16000	22000	16000	33000	33000	33000	23381	26325	23491	22900	25000	23000
Midwest	80	63	6	69	17800	22000	17800	46392	50000	50000	26442	28790	26647	24000	25000	24392
Southwest	48	35	2	37	17500	20000	17500	30000	22500	30000	23904	21250	23761	24900	20000	23982
West	14	11	0	12	14000	0	14000	35000	0	40000	27609	0	28642	29000		29000
Canada	6	0	0	0	0	0	0	0	0	0	0	0	0			
All Schools	386	312	18	332	14000	16680	14000	46502	50000	50000	25110	26082	25183	24000	25000	24000
College/Univ. Libraries																
United States	444	270	109	379	12000	15000	12000	36098	58800	58800	22155	23194	22454	21200	22500	21600
Northeast	129	83	33	116	17000	16000	16000	36098	58800	58800	23083	24737	23554	22000	23500	22150
Southeast	101	62	21	83	12000	15000	12000	32000	28000	32000	21090	21910	21297	21000	22000	21000
Midwest	135	78	31	109	15000	18000	15000	36000	27000	36000	21852	22031	21903	21000	22000	21000
Southwest	39	28	7	35	16500	17400	16500	29186	27000	29186	20696	22204	20998	20470	22000	21000
West	40	19	17	36	18000	20000	18000	30000	30800	30800	24974	24312	24661	26520	23900	24500
Canada	20	0	0	0	0	0	0	0	0	0	0	0	0			
All Schools	464	270	109	379	12000	15000	12000	36098	58800	58800	22155	23194	22454	21200	22500	21600
Special Libraries																
United States	397	275	71	346	14000	16000	14000	52000	41000	52000	25189	25197	25190	24500	25000	24500
Northeast	184	133	30	163	16994	16000	16000	52000	41000	52000	26435	25684	26297	26000	25000	26000
Southeast	45	33	11	44	16000	19000	16000	31500	30000	31500	22952	23537	23098	24000	24000	24000
Midwest	85	57	12	69	14000	19575	14000	42000	33000	42000	22485	25631	23032	22900	25000	23000
Southwest	36	23	8	31	14500	17500	14500	40000	30000	40000	26669	24112	26009	28000	23897	25000
West	47	29	10	39	15000	19728	15000	40560	30564	40560	26160	25906	26095	25800	25800	25800
Canada	25	0	0	0	0	0	0	0	0	0	0	0	0			
All Schools	422	275	71	346	14000	16000	14000	52000	41000	52000	25189	25197	25190	24500	25000	24500
Other Libraries																
United States	77	48	21	69	12000	19500	12000	50000	48000	50000	25520	28968	26569	24600	28500	25000
Northeast	30	18	8	26	12000	19500	12000	50000	48000	50000	27207	29896	28034	25000	27000	25300
Southeast	13	6	5	11	20000	20000	20000	34282	33900	34282	26814	29700	28126	25600	31000	30000
Midwest	18	14	3	17	16000	24000	16000	27350	28500	28500	21147	25500	21915	21000	24000	22100
Southwest	6	4	1	5	21600	35650	21500	27000	35650	35650	24270	35650	26546	24000	35650	24480
West	10	6	4	10	22000	25000	22000	42000	30000	42000	30200	27125	28970	26000	25000	26000
Canada	12	0	0	0	0	0	0	0	0	0	0	0	0			
All Schools	89	48	21	69	12000	19500	12000	50000	48000	50000	25520	28968	26569	24600	28500	25000

* Includes placements undifferentiated by sex

XII Effects of Experience on Salaries*

	Salaries Without Previous Experience (41 Schools)			Salaries with Previous Experience (44 Schools)		
	Women	Men	Total	Women	Men	Total
Number of Positions	405	103	509	571	129	701
Range of Low Salaries	$11000–25000	$15000–26000	$11000–24000	$12000–31000	$17000–35000	$12000–31000
Mean (Average)	17988	19437	17336	19512	22415	19347
Median	18000	19000	17000	19000	22000	18500
Range of High Salaries	$20000–41000	$15000–34000	$20235–41000	$24700–60000	$20000–58800	$24700–60000
Mean (Average)	27050	23650	27776	34886	29441	36076
Median	27000	24000	27606	32000	26989	32500
Range of Average Salaries	$18500–25771	$15000–26933	$18792–25560	$19741–36000	$20000–41150	$20060–33250
Mean (Average)	21745	22113	21810	24782	25475	24931
Median	21515	21500	21694	24995	24468	25102

* Includes placements undifferentiated by sex